Did you know . . .

• One out of seven working families report losing some time from work EACH MONTH because of a breakdown in childcare arrangements.

• Childcare ranked as the MOST pressing need among parents with young children, according to a recent survey of mayors from cities of all sizes.

• Fewer than 1 in five American workers now live in "traditional families" where dad is employed and mom stays home. In most two – parent families, both parents are in the work force.



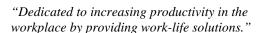
For <u>free</u>, confidential assistance in evaluating your current policy, please contact:

THE INDIANA ASSOCIATION OF CHILD CARE RESOURCE AND REFERRAL

(800) 299-1627

Building Business
Partnerships to
Support Work-Life:

Why Should We Get Involved?



This project is supported by the Indiana Family & Social Services Administration and the Indiana Association of Child Care Resource and Referral



Most companies are recognizing that work-family programs and policies are smart investments in their current and future work forces. Improved employee recruitment, retention, productivity, and loyalty are important results that feed directly into a company's bottom line...

Fact: Childcare problems reduce productivity.

A survey of 5,000 employees at five major U.S. corporations found that 82% of working parents had missed work, arrived late or left early, or had used work time to deal with child care problems.

Fact: It's getting harder to recruit and retain skilled workers. Skilled workers are now in a position to shop around for employers who will support their interest in fulfilling both work and family responsibilities.

Fact: High quality childcare is in short supply.

Nationally, two out of three parents report difficulty in finding childcare. Childcare is in especially short supply for infants, school-aged children, children with special needs and children whose parents work evenings or weekends.

Greg Robinson runs a McDonald's franchise with a staff of 60 in Rochester, Indiana. He reports that he often receives calls from employees saying they can't come to work because "their babysitter didn't show up or quit. So I am left hanging. My business is left hanging. I have to find someone to work that shift. Child care is a matter of big interest to me."

Childcare What's In It For My Business?

Businesses want initiatives that pay for themselves. As more and more companies are implementing work / family policies, their experiences are improving our understanding of the return employers can expect from work / family investments.

- Lower absenteeism and tardiness
- Increased productivity
- Enhanced recruitment
- Improved employee morale
- Lower job turnover rate
- Favorable publicity from employees

"In response to the skeptics, I believe our work-family efforts generate excellent returns on investment. Moreover, we have hard data from employees themselves that they welcome what we're doing- these are not intrusions. And, very importantly, everyone in the company benefits from being part of an effective organization that excels in the marketplace."

Randall L. Tobias Chairman and Chief Executive Officer Eli Lilly and Company, 1996

Childcare . . . It's Good Business

Employers responding to the changing nature of the workforce have taken many options in offering employee assistance:

Flexible Work Arrangements:

- Flextime
- Compressed Work Week
- Telecommuting
- Part-time or Reduced Workload
- Job Sharing

Child Care Assistance:

- Resource and Referral Service
- Parent Education Seminars
- Reserved Child Care Spaces
- On / Near Site Day Care Center
- Back Up Emergency Care
- Summer Camps / School Holiday Care

Financial Options That Support Child Care:

- DCAP Plan
- Child Care Center Discounts
- Child Care Vouchers / Reimbursements
- Cafeteria Style Benefit Plan

Family Leave Policies:

- Parental Leave
- Use of Sick Leave for Family Illness
- Personal Leave
- Paid Time Off Programs